

CONTRACTUAL AGREEMENT

Between

THE BOARD OF EDUCATION OF WOODBIDGE TOWNSHIP

and

EducationTHE WOODBIDGE TOWNSHIP SCHOOL ADMINISTRATORS ASSOCIATION

X JULY 1, 1982 through JUNE 30, 1985

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PREAMBLE

This Agreement is entered into this 26th day of October, 1982, by and between the Woodbridge Township Board of Education, hereinafter referred to as the Board, and the Woodbridge Township School Administrators Association, hereinafter referred to as the Association. The provisions of this Agreement shall become effective July 1, 1982 and shall remain in effect through June 30, 1985, except as otherwise stated herein.

ARTICLE I

RECOGNITION

- A. In accordance with and to the extent required by Chapter 123, New Jersey Public Laws of 1974, the Board recognizes the Association as exclusive and sole representative for: Directors, Associate Directors, Principals, Vice-Principals, Administrative Assistants, Department Heads, Coordinators, Supervisors and the Assistant for Administrative Services, but excluding the Superintendent of Schools, Associate Superintendent(s), Assistant Superintendent(s), the Board Secretary and the Associate Director of Employee Relations.
- B. All references herein to the masculine shall be deemed to include the feminine; all references herein to the feminine shall be deemed to include the masculine.

ARTICLE II
NEGOTIATION PROCEDURE

- A. Neither party to this Agreement shall have control over the selection of the representative(s) of the other party, and each party may select its representatives from within or outside the school district. While no final agreement shall be executed without a majority ratification by the Association and approved by the Board, both parties mutually pledge that their representatives will be empowered to make proposals and counterproposals during the course of negotiations and recommend same to their respective organization for approval.

ARTICLE III
ASSIGNMENTS AND TRANSFERS

- A. Whenever administratively possible, initial assignments, transfer assignments and selection of staff members shall be subject to conference, interview and recommendation of the principal. Final decision would consider the principal's recommendation and the needs and best interests of the total district.
- B. The building principal shall continue to be supplied with a resume of educational data and teaching experience information for each candidate and each teacher currently employed in her/his school.
- C. Assignment of Department Heads

1. Schedule

<u>No. of Teachers in Department</u>	<u>Required Teaching Periods Per Day</u>	<u>Minimum Periods Per Day for Dept. Duties</u>	<u>Preparation Periods Per Day</u>
1 - 7	3	2	1
8 - 15	2	3	1
16 - up	2	4	1

ARTICLE III, Continued

C. Assignment of Department Heads, Cont'd.

2. The balance of the school day shall be assigned at the direction of the building principal.

3. Appropriate certification as mandated by the State Department of Education is required for all personnel holding these positions.

- D. Transfers - Requests for, or notice of, administrative transfers must be made at least six (6) months prior to the effective date and only after consultation with the individual(s). It is recognized that there may be exceptions due to circumstances that arise as the school year progresses.
- E. Administrators shall continue to be consulted prior to permanent assignment of personnel to their building(s). Selection of such personnel will be made after consideration of the principal's recommendation(s).

ARTICLE IV

RIGHTS AND PRIVILEGES

- A. Criteria for administrative operations and administrative policies shall continue to be provided to each administrator covered by this Agreement.
- B. Elementary principals are required to be in their buildings between the hours of 8:00 a.m. and 4:00 p.m. (except for a one hour lunch period), and available to the public and staff. If an elementary principal will be out of the building, the school clerk will be informed as to where (s)he will be and the approximate time (s)he will return. It is agreed that the principals will be out of their buildings only on Board of Education duties and/or in the discharge of their professional responsibilities, as approved by their immediate supervisor. It is further agreed that there shall be no restriction(s) on the principals' lunch hours.

ARTICLE IV, Continued.

- C. Each secondary school principal will be responsible for organizing the hours of her/his staff so that at least one administrator is on duty from the arrival of the first bus in the morning until the conclusion of the program in the afternoon.
- D. Administrators are expected, as per present policy, to be available for school activities held in the evening. When a building is staffed by more than one administrator, such evening assignments may be staggered.
- E. Petty cash funds for the purchase of supplementary school materials shall be made available for all schools. This fund shall be subject to regulations as to its size and its proper use.
- F. Principals shall be consulted in the preparation of the budget, particularly in the areas that are vital to the educational program; e.g., textbooks and workbook accounts, classroom furniture and equipment, office furniture, equipment and all supplies.
- G. Representatives of the Association will continue to participate and present their views as part of the management negotiations teams in contract talks with other employee bargaining units.
- H. All compulsory in-service administrative workshops shall be held on released time. Topics studied shall be developed from recommendations made by members of the administrative professional staff covered by this Agreement.
- I. A substitute school clerk list will be maintained providing absentee coverage in order to insure smoother day by day office operations at the elementary school level.

ARTICLE IV, Continued

- J. A sum of money allotted per administrator for attendance at conference(s) of benefit to the District and which are approved by the Superintendent of Schools or her/his designee, shall be provided as follows:

<u>Position</u>	<u>1982/83</u>	<u>1983/84</u>	<u>1984/85</u>
Directors, Assoc. Directors	\$525	\$550	\$575
High School Principals	425	450	475
Middle School Prins.	425	450	475
Elementary Principals	425	450	475
Supervisors, Coordinators	325	350	375
Admin. Asst. & Vice-Prins.	325	350	375
Department Heads	200	225	250

- K. Committees appointed to handle educational problems shall be instructed to request and study data and expressed thought of staffs of each school. The results of committee action shall be available to all principals before new policies or programs are adopted by the Board of Education.
- L. 1. Administrators shall continue to have the rights and privileges which have been established in the By-laws and Policies of the Board of Education of the Township of Woodbridge. Benefits accorded to teachers shall also be granted to administrators.
2. Optical Plan - Effective July 1, 1982, the Board will provide the employee with a program of vision care with the Board paying 100% of the insurance premium. Commencing 1983-84, the Board will provide the employee with a Family Plan Program of vision care with the Board paying 75% of the cost of the insurance premium if the employee elects Family Plan coverage.

ARTICLE IV, Continued

- M. All bus schedules will conform to and coincide with the approved opening and closing of schools.
- N. In the event that a steadily employed administrator dies prior to retirement, but subsequent to otherwise qualifying for the Supplemental Compensation Benefit for Paid Retirement Sick Days, the Board shall pay a Supplemental Compensation Benefit for Paid Retirement Sick Days to such administrator's estate, which benefit shall be computed in the same manner as if the administrator had fully qualified for the benefit prior to her/his death.

ARTICLE V

GRIEVANCE AND ARBITRATION PROCEDURE

- 1. Grievances arising out of the provisions of this Agreement shall be governed by the following:
 - a. A grievance shall mean a complaint by any employee (a) that there has been as to her/him a violation, misinterpretation or inequitable application of any of the provisions of this Agreement between the Association and the Board of Education or (b) that insofar as matters covered by this Agreement, s/he has been treated unfairly or inequitably by reason of any act or condition which is contrary to established policy or practice governing or affecting employees, or (c) any difference or dispute between the Board and the Association relating to the terms of this Agreement or its interpretation or application or enforcement, or anything not herein expressly provided for but germane to the subject matter of said Agreement, except that the term "grievance" shall not apply (1) to any matter which the Board of Education is without authority to act, or (2) to the complaint of a non-tenure administrator which arises by reason of her/his not being re-employed or reappointed to the

ARTICLE V, Continued

non-tenure position, or (3) appointment to, or lack of appointment to, or lack of retention in any position for which tenure is not possible or required, (4) any matter for which a method of review is prescribed by law, or any rule or regulation of the State Commissioner of Education.

- b. As used in this article, the term "administrator" shall also mean a group of administrators having the same grievance, or the Association. A grievance to be considered under this procedure must be initiated by the administrator within 30 calendar days of its known occurrence.
2. An administrator with a grievance shall first discuss it with her/his immediate superior. Should the administrator so desire, an Association representative may be present to assist in resolving the matter informally.
3. If the administrator submitting the grievance is not satisfied with the disposition of her/his grievance after having discussed it with her/his immediate superior, or if no decision has been rendered within five school days after presentation of the grievance, s/he may file the grievance in writing with the Association. The Association may submit the grievance in writing within five (5) school days to the Superintendent of Schools specifying the nature of the grievance and the remedy sought.
4. If the administrator submitting the grievance or the Association is not satisfied with the disposition of her/his grievance by the Superintendent, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, s/he or the Association may request in writing that the grievance be submitted within fifteen (15) school days to the Board of Education. The Board, or a committee thereof, shall review the grievance and may hold a hearing with the administrator and the Association representative and render a decision in writing within

ARTICLE V, Continued

- fifteen (15) calendar days of receipt of the grievance by the Board or the date of the hearing with the employee, whichever is later. If the administrator submitting the grievance is not satisfied with the decision of the Board, or if no decision is rendered by the Board, the administrator may request, in writing, that the Association submit the grievance to arbitration within ten (10) calendar days. In the event a decision is rendered, then the Association and administrator shall be notified in writing. Failure to submit the grievance to arbitration within twenty (20) calendar days thereafter shall be deemed acceptance of the decision.
5. The following procedure will be used to secure the services of an arbitrator:
- a. Either party may request the American Arbitration Association, in accordance with its rules and regulations, to submit a list of persons qualified to function as an arbitrator for the dispute in question.
 - b. Either party may request a second list of arbitrators if the first list is unsatisfactory. In the event that no arbitrator is selected from the second list, the American Arbitration Association shall designate an arbitrator in accordance with its rules. The parties will arrange to have arbitration meetings held at times which will not interfere with normal operation of the schools whenever possible.
6. The arbitrator shall limit her/his recommendations strictly to the application and interpretation of the provision(s) of this Agreement and s/he shall be without power or authority to make recommendations contrary to or inconsistent with the terms of the Agreement or of applicable law, rules or regulations having the force and effect of law.
7. The recommendation of the arbitrator shall be binding. Only the Board, the aggrieved, and the Association shall be given copies of the arbitrator's report. This shall be accomplished within ten (10) work days of the receipt

ARTICLE V, Continued

of the arbitrator's ruling.

8. The arbitrator's fee shall be shared equally by the parties to the dispute. Any additional cost(s) shall be paid only by the party incurring them.
9. The Board and the Association agree that they will apply the decision of the arbitrator to all substantially similar situations, and the Association agrees that it will not bring, or continue, any grievance which is substantially similar to a grievance denied by the decision of the arbitrator.
10. Any aggrieved person may be represented at all levels of the grievance procedure by her/himself or, at her/his option, also have present a representative selected or approved by the Association. When an administrator is not represented by the Association, the Association shall have the opportunity to be present at its option and may state its views at all stages of the grievance procedure.
11. A notice of hearing at each step and a copy of the written decision at each step shall be mailed or presented to the administrator(s) involved and to the Association. Whenever the Association appears with an aggrieved employee at the same time and in the same manner, a copy of the said notice or decision is required to be sent to the aggrieved employee.
12. The fact that a grievance is raised by an administrator shall not be recorded in the administrator's personnel file or in any file or record utilized in the promotion process; nor shall such fact be used in any recommendations for job placement; nor shall an administrator be placed in jeopardy or be the subject of reprisal or discrimination for having followed this grievance procedure.

ARTICLE V, Continued

13. Hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend. When such hearings are required during school hours, all administrators required to be present at the hearing shall be excused with pay for that purpose. Both parties agree to attempt to schedule hearing(s) outside normal school hours.
14. The Association accepts the responsibility to see that its members adhere to the procedure if they feel that the contract and policy have been misinterpreted, misapplied or not followed. The Board accepts a similar responsibility to see that administrators do not misinterpret, or neglect to follow the contract and policy.

ARTICLE VI

SALARY SCHEDULES AND RATIOS, LEAVES, VACATIONS

1. A. 1982-83 Administrative Base Salaries

BA + 32	\$27,605
MA	28,040
MA + 16	28,258
MA + 32	28,475
Ed.D.	29,019

B. 1983-84 Administrative Base Salaries

BA + 32	\$30,020
MA	30,494
MA + 16	30,731
MA + 32	30,967
Ed.D.	31,558

C. The appropriate base shall be multiplied by the appropriate ratio as shown in Section 2. of this Article.

D. No raise in the 1982-83 and 1983-84 school years shall exceed \$4,000 or 15% of the preceeding year's salary, whichever is less. However, the aforementioned limitation shall not affect people at maximum.

E. For 1984-85, the parties shall reopen negotiations on salaries.

In that year, there will be a single administrative base having no relationship to degree differentials.

2. Ratios - 1982-1985

	Min.					Term of Employment
	Step 1.	Step 2	Step 3	Step 4	Step 5	
Director	1.6	1.64	1.70	1.76	1.80	12 mos.
Associate Director	1.3	1.36	1.45	1.54	1.60	12 mos.
High School Principal	1.4	1.46	1.55	1.64	1.70	12 mos.
Middle School Principal	1.25	1.32	1.425	1.53	1.60	12 mos.
Vice-Principal (9-12)	1.2	1.24	1.30	1.36	1.40	12 mos.
Vice-Principal (7-8)	1.15	1.18	1.225	1.27	1.30	12 mos.
Elementary Principal	1.2	1.24	1.30	1.36	1.40	10 mos.
Supervisor *	1.1	1.13	1.175	1.22	1.25	10 mos.
Coordinator *	1.1	1.13	1.175	1.22	1.25	10 mos.
Department Head *	1.1	1.11	1.125	1.14	1.15	10 mos.
Administrative Asst.	1.1				1.1	10 mos.
Administrative Asst. (9-12)	1.15	1.18	1.225	1.27	1.30	12 mos.
Asst. for Admin. Services	1.45				1.45	10 mos.

* The Supervisor of Adult and Community Education only, the Coordinator of Title I only, and Department Heads of Guidance shall be considered twelve-month employees, and their compensation shall be increased by 10% for such additional service.

ARTICLE VI, Continued

3. Department Head(s) of Health, Physical Education, Athletics and Driver Education will be a ten month assignment but will require no teaching responsibilities or coaching assignments; however, administrative assignments may be made at the discretion of the principal as per present practice. In addition, individuals assigned to this position will be expected to work two extra weeks in the summer for which they will be reimbursed at the rate of 2 ½% per week. These department heads will work to coordinate programs and develop curriculum under the direction of the building principal.
4. Ratios - are to be applied on the basis of educational background and are to be computed by multiplying the ratio times the member's appropriate administrative base salary.
 - a. Minimum Salary - The minimum salary for a new appointee to a position covered by this contract is determined by multiplying the minimum ratio factor by the appropriate administrative base salary. Any administrator moving from one ratio position to another shall be placed on the step of the new guide which is not less than her/his present ratio, nor more than the maximum ratio for the new position. The administrator shall be placed on the new guide at the lowest step of the new position which reflects a higher ratio than her/his present ratio step.
 - b. Maximum Salary - The basic maximum salary for a position covered by this contract shall be determined by multiplying the maximum ratio factor by the appropriate administrative base salary.
5. Starting Salary of Personnel New to the System - An appointee new to the district to a position covered by this contract may receive prior experience credit on the ratio steps.

ARTICLE VI, Continued

6. Service-Maximum - A service-maximum exceeding the normal maximum is established for administrators on completion of twenty consecutive years of employment service in the schools of Woodbridge Township; the service maximum shall be \$300.00 in the twenty-first year, and an additional \$300.00 in the twenty-second year.
7. Retirement - Employees in positions covered by this contract on ratio guide, with twenty consecutive years of service in the schools of Woodbridge Township, including a minimum of five years in the designated position, and contemplating retirement from service within five years under 18A:66-43 of the Revised Statutes of New Jersey (minimum age - 55) shall, after submitting written notice to that effect to the Board of Education, be placed on the service-maximum the following school year.
8. Change in Degree Status - When an individual on ratio has submitted evidence of a change in degree status, the degree adjustment will be computed by multiplying the appropriate administrative base salary by the appropriate ratio factor. Evidence of a change in degree status must be forwarded to the Personnel Office prior to August 1 for payment retroactive to July 1; prior to October 1 for payment retroactive to September 1; and prior to March 1 for payment retroactive to February 1.
9. Vacations - Twelve-month administrators shall receive twenty days' vacation, exclusive of any authorized holiday falling therein, during the summer months when regular classes are not in session.
10. Leaves - Administrators shall have all the rights and privileges afforded to the teachers per their contract as it relates to leaves of absence.
 - a. The president of the Woodbridge Township Administrators Association is precluded from leave for the purpose of serving the organization for one year.

ARTICLE VI, Continued

10. Leaves, Continued

- b. Sabbatical Leave rules and regulations shall apply to all administrative personnel in the Woodbridge Township School system as stated for teachers.

11. Ten Month Principals

- a. Ten month elementary principals shall be paid from September 1 to June 30 in twenty equal payments with no pay during July and August.
- b. Elementary principals shall work the last five working days in August for which they shall receive remuneration equal to two and one-half percent (2 1/2 %) of their annual salary.
- c. The pay for working the last five work days in August shall be included for pension and insurance purposes only as part of the annual base salary and be paid along with the annual base salary in twenty equal payments.
- d. Ten month elementary school principals new to the district or new to the position after July 1, 1979 shall be paid from September 1 to June 30 in twenty equal payments or pro-rata share thereof depending on the effective date of employment, with no pay during July and August.

12. Notification

Each administrator is required to give 60 days notice of her/his intention to relinquish her/his position in accordance with 18A:28-8.

ARTICLE VII

SCHEDULE OF HOURS AND WORK YEAR: OTHER WORKING CONDITIONS

1. Administrators shall not be required to report to their assignment on school days designated as "storm days".
2. When pupils are dismissed early, administrators shall not be required to remain more than one hour beyond pupil dismissal time including, but not limited to, days when night conferences are held. However, on the last day of the student school year, conference days, and teacher workshop days, administrators shall be required to remain at least one hour after student dismissal or until the building teaching staff members have terminated their duties, whichever is later.
3. Non-Work Holidays - Include all school recesses scheduled for teachers and pupils during the school year with the following exceptions:
 - a. Labor Day and Fourth of July shall be non-work days.
 - b. Directors and Associate Directors will work one-half the vacation days during Christmas and Easter vacations.

ARTICLE VIII

ADMINISTRATORS' DUTIES AND RESPONSIBILITIES

1. Administrators shall be directly responsible to the Superintendent of Schools, or her/his designee, and they shall discharge their duties in accordance with the law and the policies of the Board of Education. They shall implement Board policies with accuracy and fairness.
2. Administrators shall be responsible for maintaining a proper atmosphere for the educational program under their jurisdiction. They shall maintain the highest standards so as to reflect a professional approach to their administrative responsibilities, to the needs of the pupils, the staff, the parents, the District and the total community.

ARTICLE VIII, Continued

3. Administrators shall maintain professional dignity within all areas of their responsibilities and develop this same degree of dignity with the pupils, the staff and the personnel within the total educational program to which they have been assigned.
4. Administrators shall be expected to be involved fully with their specific assignment(s). It is agreed that the full function of their building or department is their complete responsibility which shall necessitate their concern and presence at any time.
5. Administrators shall be expected to participate fully in a continual program of upgrading the curriculum and the improvement of the instructional program and demonstrate leadership with their staff for the same.
6. Administrators shall be expected to assist, as directed by the Superintendent of Schools or her/his designee, in the fulfillment of all contractual agreements entered into by the Board of Education with other designated groups within the district.
7. School activities off school property shall be conducted in accordance with Board Policies and/or administrative regulations.
8. Administrators shall assist personnel under their jurisdiction with consistent support in the performance of their duties.
9. Administrators shall be responsible for satisfactorily completing all reports and records as required by the Superintendent of Schools or her/his designee and shall be responsible for proper care and inventory of all school materials and equipment committed to their charge.
10. Administrators shall cooperate with the Superintendent of Schools or her/his designee in carrying out any plans, programs, policies and regulations for the improvement of the instructional program and the proper functioning of the District.

ARTICLE VIII, Continued

11. Administrators shall complete all obligations as required by Board of Education policy and/or administrative regulations and the Superintendent of Schools' directives, so long as such policies, regulations and directives are in accordance with the law and do not violate the administrator's individual rights or the provisions of this contract.
12. Administrators shall follow the evaluation and supervisory program(s) established within the District at the prescribed times and for the prescribed purpose of evaluating staff members and for improving the instructional program.
13. Administrators shall be responsible for positive and continuous public relations and human relations programs within their assigned areas.
14. Administrators shall continue to have the right to participate in community activities and in civic, governmental and community-social organizations of their choice.
15. Administrative personnel shall be available for conferences with the Board of Education and the Superintendent of Schools or her/his designee beyond the usual times in order that the proper administration and operation of the District may be maintained.
16. Principals shall be consulted and notified in writing before construction, alterations or additions are implemented in their respective buildings.

ARTICLE IX

PROFESSIONAL GROWTH AND ANNUAL EVALUATION

1. Professional Growth

Administrators newly employed after October 1, 1975 shall give evidence of professional growth through the successful completion of any of the following:

- A. District sponsored in-service courses.
- B. District sponsored workshops.
- C. Approved college courses.

(1) For District reimbursement, the following requirements must be met:

- (a) Approval of the course to be taken must be obtained from the Office of the Assistant Superintendent for Personnel prior to starting the course
- (b) Courses taken must be part of a planned program leading to a definite educational objective related to the assigned position of the applicant, or the courses must be directly related to the individual's professional needs as determined by her/his assigned position.
- (c) All courses eligible for tuition reimbursement must be successfully completed.
- (d) Official transcripts for all reimbursable courses must be filed in the office of the appropriate director by October 15 for payment in November; by March 15 for payment in April; and by July 15 for payment in September.

- D. Approved summer travel.
- E. Approved professional writings, not required for course requirements or participation in Workshops noted above.

ARTICLE IX, Continued

F. Approved out-of-district visitations.

(1) Other school districts.

(2) Workshops

G. Other professional growth activities which would enrich the administrator's assignment or the professional problem of the district upon approval by the Superintendent of Schools or her/his designee.

2. Evaluation

At least one (1) evaluation prepared by the Superintendent of Schools or her/his designee shall be submitted in writing to each tenured administrator concerned by June 1st of each school year; non-tenured administrators shall receive such evaluation by April 1st.

ARTICLE X

GENERAL AGREEMENTS

1. Both parties agree that no administrator shall suffer any professional disadvantage by reason of her/his membership, or lack of participation, in the Association or participation in its lawful activities.
2. Copies of this Agreement shall be reproduced at Board of Education expense and a copy distributed to each administrator. New administrators covered by the provisions of this Agreement shall be provided a copy of this Agreement.
3. It is mutually recognized that the Board possesses all powers necessary for operation of a thorough and efficient school system in accordance with the laws of the State of New Jersey.
4. Both parties to this Agreement recognize that administrators have the right to join, or refrain from joining, any lawful organization for their professional or economic improvement and for the advancement of public education. Membership of an administrator in any organization shall not be required as a

ARTICLE X, Continued

condition of employment by the school district.

5. The Board and Association shall not discriminate against any administrator on the basis of race, creed, color, national origin, sex or marital status.
6. This Agreement constitutes the entire understanding of the parties as to all issues collectively negotiated and as set forth herein, and constitutes Board policy for the term of the Agreement.
7. This Agreement shall be governed and construed according to the Constitution and laws of the State of New Jersey.
8. If any provision of this Agreement is held to be contrary to law, then such provision shall not be valid and subsisting, except to the extent permitted by law, but all other provisions and applications shall continue in full force and effect.
9. Both parties to this Agreement recognize the managerial right and responsibility of the Board of Education and its agents to operate a thorough and efficient school district in accordance with the laws of the State of New Jersey.
10. Modification(s) of this Agreement will only be made by negotiations between the Board and the Association, and such modification, if any, shall be reduced to writing, signed and incorporated into this Agreement.
11. In case of any direct conflict between the express provisions of this Agreement and any Board or administrator(s) policy, practice, procedures, custom or writing not incorporated in this Agreement, the provisions of this Agreement shall control.
12. A. Elementary Curriculum Coordinators and Supervisors shall be reimbursed \$545.00 each year for in-district travel.
B. Those administrators reimbursed by the mile shall be reimbursed at the rate of 20 cents per mile on voucher submitted.

ARTICLE X, Continued

13. Duration - This Agreement shall be in effect July 1, 1982 and continue through June 30, 1985. Initiation of negotiations for a subsequent Agreement shall commence in accordance with Chapter 123, Public Laws of 1974.

14. Agency Shop -

A. Any employee in the bargaining unit on the effective date of this Agreement who does not join the Association within thirty (30) days thereafter; any new employee who does not join within ninety (90) days of initial employment within the unit, and any employee previously employed within the unit who does not join within ten (10) days of reentry into employment within the unit shall, as a condition of employment, pay a representation fee to the Association by automatic payroll deduction effective as of the dates dues for membership would have been owed and payable had the employee joined the Association. The representation fee shall be in an amount equal to eighty-five percent (85%) of the regular Association membership dues, fees and assessments as certified to the Employer by the Association. The Association may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Association membership dues, fees and assessments. The Association's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Association remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Association and the Employer. For the purposes of this provision, employees employed on a ten (10) month basis or who are reappointed from year to year shall be considered to be in continuous employment.

ARTICLE X, Continued

- B. The Association shall indemnify and hold the Employer harmless against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses that may arise out of or by reason of any action taken or not taken by the Employer in conformance with this provision.
- 15. Principals shall not be required or requested to administer any medication in violation of State statute or administrative regulation.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, all on the 16th day of November, 1982.

BOARD OF EDUCATION
TOWNSHIP OF WOODBRIDGE, NEW JERSEY

By Thomas E. Pungerman (President)

By S. C. Cadwalader (Secretary)

WOODBIDGE TOWNSHIP SCHOOL ADMINISTRATORS
ASSOCIATION

By John F. O'Halley (President)

By Margaret L. O'Leary (Secretary)

Date: November 16, 1982